



Lancaster County (VA) Public Schools Announcement of Superintendent Search

The School Board of Lancaster County (VA) Public Schools invites applications for the position of Superintendent. The anticipated start date is July 1, 2019.

THE COUNTY

Lancaster County stretches along the Rappahannock River at the southern end of Virginia's Northern Neck. Lancaster County lies in Virginia's coastal plain and is bounded on the east by the Chesapeake Bay and to the south and west by the Rappahannock River. Both water bodies are major contributors to the county's well over 300 miles of shoreline.

THE DIVISION

Mission: Lancaster County Public Schools will be a family of students, parents, citizens and educators working together to cultivate pride and empower students to reach their full potential. We will maintain high expectations that lead to academic and social success while recognizing and meeting the unique needs of each individual. We will be recognized as a model of a distinguished school division.

Budget: FY19 \$16,667,149

PK-12 Total Student Enrollment: 1,115

Full Time Personnel: 215

Part Time Personnel: 15 part time/ 79 substitutes

On Time Graduation Rate: 90.26%

Schools: The division consists of 1 primary school, 1 middle school, and 1 high school.

Web Site: <https://www.lcs.k12.va.us/>

QUALIFICATIONS

The new Superintendent of Lancaster County Public Schools should be someone who can deal with the challenges in the division today and provide a vision for the future of the school division.

The board has established the following qualifications for the next superintendent of Lancaster County Public Schools:

- Teaching experience in Virginia is preferred
- Experience as a principal is preferred
- Experience as a central office administrator is required
- Experience as a superintendent or associate/assistant superintendent is preferred
- An earned doctorate is preferred
- Residency in the school division will be preferred

Leadership and Management Skills – The successful candidate is a team player who is comfortable with shared decision-making, a visionary, and creative thinker, and facilitates consensus among diverse groups.

Personal Characteristics – The successful candidate is trustworthy and honest, a good listener who is accessible, and someone who works behind the scenes.

Board-Superintendent Relations – The successful candidate effectively mediates and accommodates different perspectives, understands the differences between policy and administration and acts accordingly, and provides options and recommendations to Board before accepting Board directives.

Staff Relations – The successful candidate creates an atmosphere of trust and mutual respect, has a process for recruiting and selecting top-quality staff members, and maintains open channels of communication to and from staff.

Community Relations – The successful candidate effectively advocates school issues and needs, relates well to a variety of community groups, and inspires community confidence.

School Finance – The successful candidate develops and explains the rationale for the budget to the Board and local officials, offers creative funding solutions and lobbies for school funding on behalf of the school division.

Areas of Expertise – The successful candidate has expertise in curriculum and instruction, school reform (e.g. strategic planning, total quality management, etc.), and school facility planning and construction.

Candidates must meet the legal requirements to be licensed or be eligible for licensure as a superintendent in Virginia. *Questions concerning the eligibility requirement should be directed to Patty S. Pitts, Office of Professional Licensure, State Department of Education, P.O. Box 2120, Richmond, VA 23218-2120, Telephone: (804) 371-2522.*

SALARY

Commensurate with experience and qualifications.

APPLICATION PROCEDURES

Apply online: <https://phl.applitrack.com/vsba/onlineapp/default.aspx?AppliTrackJobID=160&ref=>

Completed applications are due by April 17, 2019.

Candidates should not make contact with school board members. Inquiries should be directed to Gina Patterson, executive director, Virginia School Boards Association, 200 Hansen Road, Charlottesville, VA 22911, 434-295-8722 or gina@vsba.org.

Equal Opportunity Employer